

MINUTES

#09-13-14

Monday, December 9, 2013

4:30 PM

SALARIES AND GRIEVANCES COMMITTEE

2nd FLOOR CONFERENCE ROOM - CITY HALL

Members: Alderpersons, Chair Mary Lynne Donohue, Vice Chairman Jim Bohren, Don Hammond, Jodi Vander Weele, Ty Dassler

Ex-officio Member: Sandy Rohrick, Director of Human Resources & Labor Relations

Excused: Alderperson Ty Dassler

Others in Attendance: James Amodeo, Steve McLean, Chief Hermann, Vern Koch, Dolcye Johnson, Alderpersons Carlson, Heidemann and Versey

OPEN:

1. Call meeting to order.

Ald. Donohue called the meeting to order.

2. Pledge of Allegiance.

The Pledge was recited.

3. Approval of the November 11, 2013 minutes.

Motion to approve the minutes by Ald. Hammond, Second by Ald. Vander Weele, All Ayes, Motion Passes.

Matters Referred

4. Council Doc. 5.8 A resolution authorizing the appropriate City officials to enter into
Res. No. 93-13-14 contract with United Health Care (UMR) to provide administration
services for the City's medical benefit plan for calendar year 2014.

Sandy informed the committee that items #4, 5, 6, and 7 are more for procedural proposes. This is basically for the 2014 renewals.

Motion to approve by Ald. Bohren, Second by Ald. Hammond, All Ayes, Motion Passes.

5. Council Doc. 5.9 A resolution authorizing the appropriate City officials to enter into
Res. No. 94-13-14 contract with Delta Dental to administer dental benefit plan services for
the City for calendar year 2014.

Motion to approve by Ald. Hammond, Second by Ald. Vander Weele. All Ayes, Motion Passes.

6. Council Doc. 5.10 A resolution authorizing the appropriate City officials to enter into an
Res. No. 95-13-14 agreement with Diversified Benefit Services, Inc. to administer the
Flexible Benefit Plan for the period January 1, 2014 through
December 31, 2014.

Motion to approve by Ald. Hammond, Second by Ald. Bohren, All Ayes, Motion Passes.

7. Council Doc. 5.11 A resolution authorizing the City to enter into contract with Symetri Stop
Res. No. 96-13-14 Loss Insurance Coverage effective January 1, 2014. Coverage in 2014 will
be \$145,000 per unit.

Motion to approve by Bohren, Second Hammond, All Ayes, Motion Passes.

8. Council Doc. 6.1 An ordinance amending Section 29-75 of the 1976 Sheboygan Municipal
G. O. 47-13-14 Code so as to add/change/delete various positions of the Table of
Organization.

Sandy explained to the committee that the salary grades were talked about but the changes were not included on the job descriptions.

Ald. Hammond made a motion to approve both the job description for the Police and Fire Chief, second by Ald. Vander Weele.

Ald. Versey stated that the Fire Chief's job description was modified in 2010 stating that a bachelor's degree is required rather than preferred. Another modification was "or experience deemed equivalent to a college degree" should be taken out of the job description per G.O. 59-09-10.

Motion to hold the document by Ald. Donohue, clean up the language, and bring back to the next Salaries and Grievances, Second by Ald. Hammond. All Ayes, Motion passes.

9. Council Doc. 3.1 Submitting a communication from Alderperson Bohren comparing
R. O. 202-13-14 salaries for Fire Chief in the City of Sheboygan and other Comparable
Cities in the State.

Hand-out and explanation by Ald. Bohren the comparison of various communities regarding the salaries for the fire chiefs. He requested that the S & G committee change the class grade from a class grade 15 to either a grade 12 or 13.

Hand-out by Ald. Hammond regarding 17 municipalities, the actual salaries and benefits costs.

He stated that Sheboygan's salary range is not too high; we are not out of line with respect with our range.

Sandy Rohrick stated that she took an average of fire chief's salary with other municipalities. In reviewing the salaries of 7 most like-sized communities (including Sheboygan) the average salary is \$108,534.

The HR Department Head strives to offer a new employee a fair market value based on their qualifications. Offers above mid-point in the range require Salaries and Grievances approval.

Motion to file by Ald. Hammond, Second by Ald. Vander Weele, 3 ayes, 1 nay (Bohren).

10. Set date and time of next Committee meeting.

January 13, 2013, 4:30 p.m.

Motion to Adjourn by Ald. Hammond, Second by Ald. Vander Weele, All Ayes, Motion Passes.

Persons with disabilities who need accommodations to attend the meeting should contact the Human Resources Department at the following address as soon as possible: City Hall, Room 204, 828 Center Avenue, Sheboygan, WI. PH: 920/459-3373.